



University of Colorado System Staff Council

<https://www.cu.edu/ssc>

MEETING MINUTES Thursday, December 9, 2021 9:00 AM – 11:00 AM See Zoom Invite

9:00 AM Call to Order

9:00 AM Special Guests: Regents Discuss Presidential Search: Regent Callie Rennison, Regent Ilana Spiegel, and Regent John Kroll. Also in attendance: Chief of Staff Leonard Dinegar, Special Advisor Ken McConnellogue

- People value transparency and are looking forward to this new process.
 - Regent Smith is chairing the Search committee
 - The last 5 months have been spent seeking feedback to aid in the set up of the search from all parts of our state.
 - This is one of first times that they have reached out to such a broad audience to get feedback.
 - Next step the job will be posted (January)
 - Panel will create a list of possible candidates to begin reviewing
 - No fewer than 5 candidates presented to the Board for review.
 - Regent Kroll asked what we see as transparency
 - One SSC member responded as: Is there any way to be able to share the 5 possible finalists?
 - Under updated regulations: Regents would be able to release a certain type of information about the applicant pool.
 - There is a need to maintain privacy for the candidate as well as provide information to the public.
- Regent Rennison: Research shows that there are issues with both sole and multiple finalists.
 - Qualified candidates can be lost when they are not allowed to maintain their anonymity.
 - Last go around there was a concern of transparency on the back end once a finalist was named.
 - If a finalist is chosen there is a vote to finalize the applicant and then a final vote to name, the next new President.
- Can we put out information so we can have a general feel about who is being considered as a finalist?
 - Non identifying information- Example: a former President of a University.
 - What type of role is the candidate filling now?
 - Ask our legal department to see what is appropriate.
- There is a minimum of 14 days between naming the finalist and voting for the President.
- Regent Rennison
 - Website would be updated to further clarify this topic.
 - Keeping the candidates' names private is important to get the best applicants.
- Desire to have someone to champion back processes
 - Regent Spiegel
 - Their goal is to communicate as much as possible and have for the most

- diverse candidate pool.
 - Search equity/diversity advocate to ensure that all voices are heard.
 - Making sure that the search committee is aware of any biases that they may have.
 - Search firm that was chosen has experience in advocating for equity and diversity.
- Regent Kroll
 - Discussed with but not confirmed on using a search advocate from DIO from Boulder and Anschutz.
- Regent Rennison
 - Search advocate is there to make sure that we have DI amongst the candidates along with making sure the each of the panelists in the search committee gets to be heard.

9:28 AM

- Roll Call- Stacy Gomez, Katie Princo, Kit Barwick Bethany Highfill, Ashley Eschler Grace Shattuck, Christina Beck, Sasha Rahmann, Minna Briscoe, Tara Dressler, Dave Korman, Philip Curry
- Approval of Agenda- 9:29am
- Approval of Minutes- 9:29am
 - Discussion of how much information was shown in the last Presidential Search vs. now.
 - How they are trying to make this search more transparent?
 - Was the vote disclosed last time?
 - Yes, all information was made public but was not as easily found and needed to be searched for.
 - Staff and CU community in hindsight felt that they did not have much say in the previous search.
 - One SSC member felt as though the Regents have done a good job in addressing the concerns from the previous search.
 - Reservations on previous President:
 - concerns about not leading a multi campus system.
 - Diversity and Inclusion concerns based on previous voting background and political party lines.
 - Many felt that vote was biased and in line with political party lines.

9:45 AM Treasurer's Update – Grace Shattuck

- There has not been any posting/activity for November 2021

9:45 AM Chair / Vice Chair Report – Katie Princo and Bethany Highfill

- Leadership Liaison Meeting update
 - YOS- Leonard Dinagar, Chief of Staff and Felicity O'Herron Associate Vice President and CHRO
 - Both felt that it was important to not postpone the event any further.
 - Virtual if necessary
- SSC Communications Update
 - 2 SSC members met with E-Comm team to help train and explain how to handle events/communications effectively
 - Ad-Hoc requests will be handled by E-comm when needed.

- We will not have a Cvent license.
- E-Comm will handle the invite and
 - They would like 2 weeks' notice before event.
 - A member of their team is willing to meet with us to facilitate requests.
- Create a communication calendar that assists Communications chair to make things a little more proactive.
 - The more notice for Comms the better to get everything accomplished in a timely manner.
- Would like to use the website as much as possible
- SSC member brought up that SSC has not always used Cvent.
 - It was a recent add when a previous member had a license.
- Calling for volunteers to join the Comms team to avoid burn-out of current members.

9:56 AM Break before Leadership Panel

10:00 AM Leadership Panel

Attendees: Todd Saliman, President, Leonard Dinegar, Senior Vice President and Chief of Staff, Felicity O'Herron, Associate Vice President and Chief Human Resources Officer, Michael Sandler, Vice President for Communication, and Emily Osan, DEI Specialist

- President Saliman:
 - 5 Categories of Questions:
 - Retention-
 - This is an ongoing issue- how do we fix it going forward?
 - Not just a CU problem
 - Primary motivation on compensation increase voted in by the Regents.
 - Would love to hear from staff on this issue
- Felicity O'Herron-
 - We are not in this alone.
 - Higher ed institutions across the state are experiencing similar problems
 - CU would like to make sure employees feel valued.
 - Maybe coming into the office will help create a sense of belonging.
- Questions- Flexibility and the hybrid model
 - Retention could be hurt by requiring everyone to come back into the office.
 - Pres. Saliman- creating culture to make sure everyone feels included
 - Strategic Plan: Online learning- Is it a focus?
 - Yes- campus based approach
 - Demand is growing. Students want both in person and hybrid options.
 - Campuses are trying to provide integrated online experience
 - Not easy to implement, but CU is working on it.
 - Shared student services for both online/and in person
 - This is not an easy solution- what is shared- still a work in progress.
 - Revenue:
 - Is there a plan to meet revenue thresholds for next year?
 - Depends on whether we will be able to meet thresholds or if we will need them going forward.

- This is an ongoing issue and there are plans to maintain and grow student enrollment and retention.
 - Strategic Plan and how SSC can help
 - President Saliman
 - Depends on the goals- System exists because of the campuses.
 - Emily Osan
 - mission to have search advocates.
 - Working for this to happen in the next year for inclusion.
 - Making this part of the culture and norms.
 - CWC survey is helping guide how we made decisions going forward.
 - SSC can help in this partnering with systems to bridge between employees and leadership.
- Re-Opening- Leonard Dinegar and Felicity O'Herron
 - January 18, 2021 still in the works
 - Room reservation and parking system in use
 - Requirements for re-opening
 - Vaccines required
 - Card or proof is now going to be required
 - Testing phase right now
 - Leadership wants everyone to feel comfortable with a safe working environment.
 - Town hall is in the works with Q and A's to be included.
 - Questions are welcomed
 - Air filtration system was completed along with touch cleaning pads.
 - Cleaning protocols have been upgraded
- Mike Sandler, Vice President for Communication
 - New marketing plan- Retention and Revenue
 - Is a 4 yr. degree valuable
 - Making sure that we market to all types of degrees
 - Try to meet the needs to as many as we can.
 - Affordability of CU Degree
 - Yes, it is affordable
 - All our welcome
 - Campaign is a multiyear campaign and will influence how we talk about CU
 - President Saliman
 - Share with Coloradans all the amazing things that are happening on all the campuses showing everything we have offer.
 - Mike Sandler- more to CU then just Boulder- trying to make sure people understand that.

10:30AM Chair / Vice Chair Report Continued – Katie Princo and Bethany Highfill

- Elections task force update
 - Meeting request in progress

- Colorado Combined Campaign
 - \$11,595.00 as of 12/09/2021
 - Update and final push to be put in this month's SSC newsletter
 - Campaign ends Jan. 5, 2022
 - Can we have CU part of the campaign?
 - no
- Hybrid workforce launch
 - Regular communications
 - Questions should be given EOC
 - Member was thinking of re-vamping a training session to make available to staff
 - Would this be welcomed?
 - Might be a good thing to re-visit
 - Hybrid etiquette
 - Creating inclusion environment for all employees whether they are hybrid or in person.
 - How to embrace the hybrid working model and providing suggestions of making the best use of it.
 - Cultural side is difficult to define and communicate to all.
 - Management training- to create an inclusive environment for both hybrid and in-person employees.
 - As of right now it is a manager's choice on how often and who will be required to work in the office.
 - Trying to define this at a position-based level to make it fair for all employees.

10:52 AM Committee Reports

- Events – Dave Korman, Tara Dressler, and Christina Beck
 - No updates
- Lunch and Learn – Stacy Gomez and Grace Shattuck
 - No updates at this time- we will be meeting again in March to get ready for a possible May 2022 Lunch and Learn
- Diversity, Inclusion and Outreach – Kit Barwick and Phillip Curry
 - Giving campaign in progress
- Communications – Kit Barwick
 - When do we want the newsletter to go out?
 - Tuesday Dec. 21- Newsletter will go out
 - EOD-submissions by 12/16.
- Health and Wellness – Phillip Curry and Bethany Highfill
 - Calendar will be posted
 - June 22: bike to work
 - Would like to do an 1800 Grant station

10:56 AM HR Updates – Ashley Eschler

- Last Q&A session at 12/9/21 at 11:30am for compensation change

10:55 AM UCSC Update – Tara Dressler and Christina Beck

- Regent replacement process
 - Governor will pick from nominees

11:00 AM

- Anything else?
- Adjourn – Motion & Vote

Next Meeting – January 13th. Happy Holidays!